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#### **ABSTRACT**

Responses to a survey questionnaire completed by 1,070 migrant students who returned to school after dropping out were tabulated and listed by response frequency to determine student characteristics that will help migrant educators predict dropout behavior and address its causes. Participating students were enrolled in 13 High School Equivalency Programs (HEP) in 10 states. Responses indicated that a "typical" HEP student is 17-21 years old; speaks English or Spanish; has 2-7 siblings; is the child of parents who have not graduated from high school; left school at age 16 or 17; left school in the 10th or 11th grade; was not enrolled in a migrant program in school; attended school regularly; decided to return to school with the advice and encouragement of family members or friends. The three most frequently given reasons for leaving school were failing in classes, not liking school, and having very few credits for graduation. HEP students' responses confirmed findings that being average for grade placement puts students at risk for dropping out--less that 6% of HEP students surveyed were at or above grade level when they left school. Data tables and the eight-page survey form are included. (JHZ)







### SURVEY ANALYSIS

Responses of 1070 students in High School Equivalency Programs 1984 - 1985

Interstate Migrant Secondary Services Program

State University of New York College at Oneonta

Oneonta, New York 13820

December 1985

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HEP students represent a special population of migrant students - those who have dropped out of school and have made the decision to return. The Interstate Migrant Secondary Services Program's purpose in surveying this population was to determine factors in their school and family experiences which may have influenced their decision to leave school. Initial planning and approval of the idea began at the National HEP/CAMP Association Conference in February 1984. The first draft of the questionnaire was developed by Larry Rincones, Janet Ockerman, Jesse Vela, David Randall, and Bob Levy; it was then field-tested at the Pan American HEP Program. Comments from the field-testing, along with other input from HEP and CAMP Directors, were incorporated into the final format of the survey. In addition, Carlos Guffain (Catholic University of Puerto Rico HEP) arranged to have the survey translated into Spanish. HEP programs began administering questionnaires to their students in the fall of 1984. A total of 1070 students from thirteen HEP programs in ten states have completed surveys. Surveys then were coded by IMSSP staff and entered on the data base by the computer services staff of the State University of New York's College at Oneonta. Preliminary results of the survey were presented to members of the HEP/CAMP Association in April of 1985. At that time Association members offered suggestions of correlations to be examined and provided advice about how the information could be most helpful to them. result of the surveys is a listing of the responses given to the survey questions (Appendix A). These "National Frequency Counts" make it possible to profile a "typical" HEP student. He or she:

- is 17 to 21 years of age
- speaks English (50%) or Spanish (45%)
- has 2 to 7 siblings
- was 1st, 2nd, or 3rd born
- is the child of parents who have not graduated from high school



- left school at age 16 or 17
- left school in the 10th or 11th grade
- has worked principally in field work, manual labor, or as a cashier/clerk
- was not enrolled in a migrant program in school
- attended school regularly
- decided to return to school with the advice and encouragement of parents, friends or other relatives

The reasons HEP students gave for leaving school, in order of frequency, were as follows:

- 1. failing in classes
- 2. didn't like school
- 3. had very few credits for graduation
- 4. had to work; family needed money
- 5. didn't feel a part of school
- 6. had problems with teachers
- 7. felt older than other students
- 8. needed at home
- 9. got suspended and didn't go back
- 10. had problems with other students

These findings agree with the results of the HEP/CAMP National Evaluation Project's Research Report: "Overview of Student Characteristics and Program Outcomes". This research project reported that 85% of HEP students were 17 to 20 years of age; that the mean family size was 8.67 persons; and that the majority of respondents had a total combined family income of less than \$10,000 (Research Report No. 2, p. 9).



This research report also points out two other important facts:

"HEP and CAMP students are members of a population that is perhaps the least well served in contemporary American education. This is not necessarily a criticism of the educational system, but rather points out the difficulty of serving this highly nontraditional population through conventionally structured educational programs and institutions. Second...this population is "at severe risk" of failure in achieving conventional educational goals and objectives. Research conducted on the educational achievement patterns among other disadvantaged populations indicates that students from low-income backgrounds, from minority backgrounds, and from families with low levels of parental educational achievement are significantly less likely to complete high school and some college than any others in the educational system."

Thus, results of research on HEP students have implications for all migrant educators. The information gained from the IMSSP survey of HEP Students can be used to improve in-school programs for migrant students, as well as HEP programs. One striking element of the survey responses is the overwhelming influence of family. Question 36 asks students to indicate who helped them to decide to return to school. The most frequent answer was "parents", followed by "friends", "brothers and sisters", "no one/myself" and "other relatives". Parents of HEP students generally are not high school graduates. Yet they are the primary motivators for the students' decisions to return to school. It would seem then that parent involvement is a key objective for both in-school migrant programs and for HEP programs. Keeping parents informed and active in their children's education can help keep students in school and can make the difference in their interest in returning to school.

A second factor of importance is appropriate age/grade placement. Being overage is the leading predictor of dropout behavior; migrant students are at exceptionally high risk.

"Being retained one grade increases the risk of later dropping out by 40-50%; two grades increases the risk by 90%." (Bachman, Jerold G., et. al., 1971. Youth in Transition, Volume III: Dropping Out - Problem or Symptom?)

The "average" 14 year old is in the ninth grade; 15 year olds are in tenth grade; 16 year olds are generally in the eleventh grade; and 17 year olds are seniors. Other studies



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have shown migrant students to be at least one to two years below grade level in terms of placement. HEP students follow that same pattern. Less than SIX PERCENT of HEP students surveyed were at or above grade level when they left school.

The problem of inappropriate age/grade placement did not begin at the high school level. Advocacy for proper placement is necessary at all grade levels. A New York State Education Department study (1965) ranked the frequency of certain characteristics in dropouts and produced a predictability model. The top two items on the list were "more than two years older than peers" and "one or more years below grade level". The HEP student responses as to why they left school re-confirm these findings.

Consequently, the IMSSP examined the age and grade at which HEP students left school. Both age and grade of school leaving were compared for students whose fathers did/did not graduate high school and for students whose home language was English or Spanish. The results of these comparisons are shown in Table 1 and Table 2.

Similarly, the IMSSP investigated the problems facing junior high school age migrant students. A series of student forums were held with junior high school migrant students to get their perceptions of what causes their peers to begin to think about dropping out of school. Responses to the question "Of the friends, relatives and acquaintances you know who have dropped out of school, why did they quit?" centered on school problems and family problems, with school problems dominating. Not liking school was most frequently based on disinclination to learn, boring teachers, and fighting and/or talking back to teachers. Some students spoke of teacher apathy and negativism toward migrants. Some felt that, regardless of aptitude and incentive, migrant students are placed in non-academic courses and that migrant students are more likely than other students to be disciplined with out-of-school suspension.

In terms of the effect of migrant education programs on students, HEP survey responses showed that students enrolled in migrant programs generally had higher grades than



-4-

TABLE 1

			Age Le	ft Schoo	1	
	14	15	16	17	18	19
Yes, Father Graduated H. S.	1.4%	14.0%	24.8%	36.0%	18.2%	3.3%
No, Father Didn't Graduate H. S.	5.2%	14.2%	25.4%	26.6%	16.7%	4.3%
English	3.6%	14.3%	27.0%	29.2%	15.5%	4.5%
Spanish	4.6%	13.0%	23.2%	28.5%	18.4%	4.0%
Grade Left School						
7th	30.8%	38.5%	11.5%	0.0%	0.0%	3.8%
8th	15.5%	30.9%	24.5%	12.7%	3.6%	0.0%
9th	6.6%	28.8%	41.5%	16.5%	5.2%	0.5%
10th	1.8%	13.9%	34.6%	32.5%	13.9%	1.4%
11th	0.4%	1.5%	16.7%	43.0%	28.1%	6.1%
12th	0.0%	0.0%	0.8%	39.5%	40.3%	16.9%



TABLE 2

		Grade	e Left So	chool		
	7	8	9	10	11	12
Yes, Father Graduated H. S.	0.9%	5.6%	18.2%	30.8%	26.6%	15.4%
No, Father Didn't Graduate H. S.	2.8%	11.3%	20.7%	25.1%	24.0%	10.9%
English	1.5%	8.5%	19.4%	25.8%	26.0%	15.8%
Spanish	3.3%	11.7%	19.5%	27.0%	24.1%	6.7%
Age Left School						
14	16.7%	35.4%	29.2%	10.4%	2.1%	0.0%
15	6.5%	22.1%	39.6%	25.3%	2.6%	0.0%
16	1.1%	10.2%	33.2%	36.6%	16.6%	0.4%
17	0.3%	4.6%	11.4%	29.7%	36.9%	16.0%
18	0.0%	2.2%	6.2%	21.9%	41.6%	28.1%
19	2.3%	0.0%	2.3%	9.3%	37.2%	48.8%



students who were not enrolled in migrant education programs:

	Grades				
	Α	В	С	D	F
Yes, Enrolled in Migrant Program	1.7%	32.0%	37.7%	13.1%	3.4%
No, Not Enrolled in Migrant Program	1.6%	18.6%	46.2%	22.2%	3.8%

Significantly, HEP students who were and were not enrolled in migrant education programs felt differently about whether there was someone special in school that he/she could go to for advice. Of those enrolled in migrant programs, 75% said "yes", compared with 58% of students not enrolled in migrant education programs.

Results of the survey also showed some differences in the responses of male and female HEP students, particularly about the reasons they left school. These responses are shown in Table 3. Generally, the ranking of reasons was comparable, but women students gave family-related reasons more often than men students. It is important to keep in mind that most of the reasons given by students for leaving school are school-related. This is a key area for migrant program involvement. While advocacy with parents can help some students to stay in school, many more students can be helped through advocacy with schools.

This survey project has made it possible to take an in-depth look at a population of migrant students who chose to leave school. The information gained through this project will help migrant educators to better predict dropout behavior and to better address its causes. The Interstate Migrant Secondary Services Program staff members wish to thank the HEP programs who participated in this endeavor. Most importantly, we also thank the students who provided the information that will continue to benefit other migrant students.



TABLE 3

REASONS FOR LEAVING SCHOOL	TOTAL	MALES	FEMALES
Failing classes	34.3%	37.1%	31.5%
Didn't Like School	29.8%	32.6%	26.8%
Few Credits for Graduation	27.7%	32.0%	23.1%
Had to Work, Family Needed Money	25.0%	29.1%	20.3%
Didn't Feel A Part of School	22.0%	24.3%	19.5%
Problems With Teachers	21.6%	28.6%	13.9%
Felt Older Than Other Students	15.7%	16.2%	15.0%
Needed at Home	14.4%	9.7%	19.5%
Got Suspended	13.6%	20.0%	6.6%
Problems With Other Students	13.1%	15.7%	10.4%
Family Moved a lot	12.7%	11.9%	13.7%
School Work Too Hard	12.2%	14.0%	10.4%
Friends Dropped Out	11.8%	13.7%	9.8%
Got Married	11.4%	3.4%	20.1%
English Was a Problem	11.0%	15.3%	6.3%
Family Illness	9.3%	6.3%	12.5%
Pregnancy	8.8%	0.1%	17.2%
Personal Illness	7.1%	4.9%	9.4%
Problems with Counselors	6.2%	9.0%	3.1%



## APPENDIX A

# HEP Survey

# **National Frequency Counts**

Sex	Male Female	52.0% 48.0%
Home Language	English Spanish	49.5% 44.7%
Second Language	English Spanish	29.7% 16.8%
Birth Order	First Second Third Fourth Fifth Sixth	19.6% 16.4% 15.4% 11.8% 11.2% 6.8%
Father H. S.		
Grad.	Yes No	20.0% 75.5%
Mother H. S. Grad.	Yes No	20.5% 76.4%
Age Left		
School	15 16 17 18	14.4% 24.8% 28.6% 16.6%
Grade Left		
School	8th 9th 10th 11th 12th	10.3% 19.8% 26.2% 24.6% 11.6%
Age in 9th Grade	14 15 16	18.5% 33.3% 17.9%



Done Since Left School	Worked all the time Worked now and then Worked at home Looked for a job	23.9% 35.8% 15.8% 9.6%
What Kind of Job (answers 1-3 combined)	Field Work Laborer Clerk Fast Food Construction Factory Warehouse Cashier Health Aide Cook Janitor Waitress Truck Driver Child Care Housecleaning	22.5% 7.8% 5.1% 4.9% 5.6% 5.7% 3.8% 4.0% 1.9% 3.7% 3.0% 3.5% 2.2% 3.0% 2.4%
Why Left School	Failing Classes Didn't Like School Few Credits Had to Work Didn't Feel Part of School Problems with teachers Felt Older than Other Students Needed at Home Got Suspended Problems with Students Family Moved a Lot School Work Too Hard Friends Dropped Out Got Married English Was a Problem Family Illness Pregnancy Personal Illness Problems with Counselor	34.3% 29.8% 27.7% 25.0% 21.6% 15.7% 14.4% 13.6% 13.1% 12.7% 11.8% 11.0% 9.3% 8.8% 7.1% 6.2%
Did You Like School	A Lot Sometimes Not at Ali	25.1% 66.3% 6.8%
Active in Extracurriculars	A Lot Sometimes Not at All	28.6% 40.9% 27.6%
Feel Welcome in Activities	Always Sometimes Never	48.5% 33.7% 11.8%



. .

Encouragement from Counselors	A lot Sometimes Not at All	25.5% 38.1% 32.7%
Ever Visit Counselor	Yes No	66.7% 30.8%
Why	Scheduling Grades, Test Results Trouble at School Personal Problems Information Re: Jobs, Career Early Withdrawal, Late Entry	37.0% 26.0% 21.6% 21.5% 17.6% 13.4%
Encouragement from Teachers	A Lot A Little None	31.9% 49.2% 16.6%
Someone Special to go to for Advice	Yes No	61.0% 36.4%
Who did you Talk to About Problems	Friends Family Teacher No One Counselor Someone in Church	41.1% 26.5% 8.0% 7.8% 7.1% 2.7%
Grades	Mostly A's Mostly B's Mostly C's Mostly D's Mostly F's	1.5% 21.2% 44.8% 19.5% 3.6%
Failing Any Courses When Left School?	Yes No	60.7% 37.0%
Enrolled in Migrant Education Program	Yes No Don't Know	16.4% 63.5% 17.4%
Instruction in English a Problem	Yes Sometimes Never	16.1% 46.6% 34.3%
How Often Went to Classes	Almost Every Day Missed Once a Week Missed 2-3 Times a Week Missed 4 Times a Week	44.4% 26.2% 20.9% 6.8%
When Missed School was Family Contacted	Yes No Don't Know	53.0 % 24.8% 11.7%



Ever Suspended	Yes No	39.3% 56.0%
Why	Truant Fighting Trouble with Principal Drugs or Alcohol	51.1% 50.0% 27.8% 11.9%
If Suspended, Ever go Back?	Yes No	75.8% 11.9%
Plans after GED	College Full-time Employment Training Technical/Vocational School	45.3% 43.8% 33.0% 22.1%
Who Gave Advice and Help in Your Decision to Return to School?	Parents Friends Brothers/Sisters No One HEP Recruiter Other Relatives Former Teachers/Counselors Someone in Church	35.2% 34.0% 23.8% 20.8% 20.6% 16.1% 13.9% 3.9%
Why Enrolled In HEP (ans. 1-3 combined)	Better Job/Career Further My Education Get Into College Sense of Accomplishment Help Myself in the Future Learn What I Didn't Learn in H.S Family Sounded Good Get Away From Home Get Some Training Friends	24.3% 14.3% 11.0% 10.7% 9.7% 5.5% 3.8% 3.4% 2.9% 2.6% 2.4%
Type of Job Wanted	Health Occupations Computer Field Secretary/Office Worker Business Building Trades Mechanic/Auto Body Teacher Cosmetologist Social Worker/Psychologist Military	12.5% 9.8% 9.5% 8.1% 7.5% 7.2% 4.0% 3.1% 3.0% 2.8%
Annual Family Income	No Answer Less than \$7,000 More than \$7,000	68.6% 26.2% 5.2%
Race/Ethnicity	No Answer Hispanic Black, not Hispanic White, not Hispanic  Mixed	49.8% 35.0% 6.9% 4.5% 3.2%



## APPENDIX B

## HEP SURVEYS RECEIVED

Catholic University of Puerto Rico		168
Center for Human Services (Maryland)		45
IDEAS (Woodburn, Oregon)		47
Mississippi Valley State University		85
Pan American University		174
SER - Jobs for Progress, Inc.		50
Training and Development Corporation (Maine)		28
University of Colorado (4 sites)		101
University of Houston		114
University of the Pacific		61
University of Southern Colorado		27
University of Wisconsin - Milwaukee		26
Washington State University		144
	Total:	1070



APPENDIX C

In order to help migrant students who are still in school to stay in school, we are trying to learn more about migrant young people who have decided to return to school. The local HEP is part of a national study about going back to school after having quit. Following are some questions which we would like you to answer about your school experiences. Your answers will be confidential and protected like your school records. Please answer as honestly as you can. The answers will not in any way affect your standing in the HEP.

<ol> <li>Please answer the following questions abou</li> </ol>	yourself:
----------------------------------------------------------------	-----------

- 1. Name: \_\_\_\_\_
- 2. Sex: \_\_\_\_ Male \_\_\_\_ Female \_\_\_\_
- 3. Birthdate: / / / Month Day Year
- 4. What language do you speak most at home? (Home Language)

\_\_\_\_\_ English \_\_\_\_\_ Russian \_\_\_\_\_ Other (specify): \_\_\_\_\_ 2

5. Do you speak a second language? (Second Language)

a. If yes, what language is that?

English

2

Russian

2

Spanish

Other (specify):

b. What language are you most comfortable speaking?

Home Language Second Language

6. How many brothers and sisters do you have? (Include step and/or half brothers and sisters.) OFFICE USE

6 7 8 9

10

11 12 13 14

15 16

17

18

19

20

7.	Thinking about your family and starting with the oldest child as number 1, what number child are you?	23 24
8.	How many of your brothers and sisters have graduated from high school? (Do not include G.E.D.'s)	25 26
9.	How many brothers and sisters have earned their G.E.D.?	27 28
10.	Did your father graduate from high school?  Yes No	29
11.	Did your mother graduate from high school?  Yes No 2	30
12.	Were you born in either the United States or Puerto Rico?  Yes  2 No	31
	a. If no, how old were you when you started school in the United States or Puerto Rico?	32 33
II. Fo	llowing are some questions about your school experiences.	
13. 14.	What was your age when you left school? What grade were you in when you left school?	34 35 36 37
	a. If 9th through 12th grade, how old were you when you started 9th grade?	38 39
	b. If you were in high school when you quit, which of the following programs were you in?	40
	College Preparation Regular	
	Vocational or Trade Other (please describe)	

•	What kinds of things have you done most since you left school? (Check only one.)	41	42
	Worked all the time (for wages).		
	Worked now and then (for wages).		
	Worked at home.		
	Looked for a job, but couldn't find one.		
	Hung out with my friends.		
	Other (specify):		
•	If employed, what kinds of jobs did you have?	45	
		43	44
		45	46
		47	48
•	After you left school, did you ever try to go back?	_	
	Yes No	•	49
	Yes No		
	a. As well as you remember, how many schools have you attended?		
	1 Number of different elementary schools.		
	2. Number of different middle/junior high schools.	50	51
	2 Number of different high gabools	52	5 <b>3</b>
	3 Number of different high schools.	54	55
	b. As well as you remember, how many schools did you usually attend each year?		
	1. Number of elementary schools.		
	2 Number of middle/junior high schools.	56	57
	3. Number of high schools.	58	59
		60	61



	I didn't fe	<del></del>	duation.  duation.  dor.  dents.	
	Got suspend  I didn't fe  School work  Had very fe  Was failing  Had problem  Had problem  Felt older  Had problem	ded (kicked out) are eel a part of the sel was too hard.  ew credit for grade g in classes.  ms with the teacher ms with the counse.  than the other study ms with other study	duation.  duation.  dor.  dents.	
	I didn't fe	eel a part of the some was too hard.  ew credit for grade grade in classes.  ms with the teacher ms with the counse.  than the other students with other students with other students.	duation.  duation.  dor.  dents.	
	School work  Had very fee  Was failing  Had problem  Had problem  Felt older  Had problem	was too hard.  ew credit for grade grade in classes.  ms with the teacher ms with the counse.  than the other students with other students.	duation.  cs.  lor.  udents.	
	Had very fe	ew credit for grades for grades for classes.  ms with the teacher ms with the counse.  than the other students with other students.	cs. lor. udents.	
     	Had very fe	ew credit for grades for grades for classes.  ms with the teacher ms with the counse.  than the other students with other students.	cs. lor. udents.	
    	Was failing Had problem Had problem Felt older Had problem	g in classes.  ms with the teacher  ms with the counse;  than the other students  ms with other students	cs. lor. udents.	
    	Had problem Had problem Felt older Had problem	ms with the teacher ms with the counse: than the other stude ms with other stude	lor. idents.	
- - - - b. <u>F</u>	Had problem Felt older Had problem	ms with the counse than the other st	lor. idents.	
- - - b. <u>F</u>	Felt older	than the other studens with other studens	adents.	
- - - b. <u>F</u>	Had proble	ms with other stude	ents.	
- - - b. <u>F</u>	Had proble	ms with other stude	ents.	
- b. <u>F</u> -				
- b. <u>F</u> -	Taking cla	sses in English wa	e a problem	i
b. <u>I</u>		-	a problem.	
-	Family-Related P	Problems	•	
_	My family	moved a lot for wo	rk.	
_	Needed at	home.		
	Had to wor	k; family needed t	he money.	İ
-			-	
_	Family ill	iness.		
c. <u>I</u>	Personal Reasons	<u> </u>		1
	Got marrie	ed.		
_	Got pregna	ant.		
-				1
-	Personal i			
	Friends dr	ropped out.		
How :	much did you li	ke school? Would y	ou say:	
	I liked it	Sometimes I li	ked I didn't	

21.	When you were in school, how active were you in extra- curricular activities (like school clubs, sports, etc.)? Would you say:	
	I attended I attended I almost never attended.	82
22.	How welcome did you feel when you went to school activities like clubs or sporting events? Would you say:	
	I always felt Sometimes I felt Welcome.  Sometimes I felt Welcome, some 3 never felt times I didn't. Welcome.	83
23.	When you were in school, did you receive help and/or encouragement from your counselors? Would you say:	
	I received a I received a I received a I not of help. 2 little help. 3 almost no help.	84
24.	Did you ever visit your school counselor?	
	YesNo	85
	a. If yes, what were your reasons for visiting the counselor? (Check all that apply.)	
	Scheduling	
	Personal problems.	86
	Trouble at school.	87
	Grades, test results, etc.	88
	Early withdrawal/late entry.	89
	Information about jobs/career.	90
	Other (specify):	91
25.	When you were in school, did you receive help and/or. encouragement from your teachers? Would you say:	
	I received I received a I received almost  1 a lot of 2 little help. 3 no help. help.	94
26.	When you were in school, did you feel there was a special teacher or counselor who you could go to for advice?	
	YesNo	95



96

97

98

99

100

101

27. In the past, when you had a problem, who did you talk to most about it? (Check only one.)

	A teacher	A friend my own age.
1		5
	A counselor	Other (specify):
2	_	6
	A family member	
3	_	
	Someone in church	(priest, nun, pastor, etc.)

28. When you were in school, what were your grades?



29. When you left school, were you failing any of the courses you were enrolled in?

Yes	1	No
<del></del>	2	

30. When you were in school, were you ever enrolled in a migrant education program?

Yes	No	Don't know
1	2	3

31. When you were in school, was having instruction in English a problem for you? Would you say:

Yes, most of	Sometimes	Almost never	1
1 the time.	<del>-</del> 2	3 a problem.	1

32. When you were in school, how often did you go to classes/school? Would you say:

	I went		I missed		I missed		I missed	
1	almost	2	about	3	2 to 3	4	about 4	
	every		once a		times a		times a	
	day.		week.		week.		week.	



33. If you missed a lot of school, did anyone from the school get in touch with your family?	
Yes No Don't know.	102
34. Were you ever suspended from school (kicked out, got in trouble with the principal)?	
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	103
a. If yes, why were you suspended? (Check any that apply.)	
Truant (cutting school)	104
Fighting	104
Drugs or alcohol	105
Trouble with principal	106
Other (please explain)	107
	108 109
	200
h Té use did usu se bask se sabasi?	
b. If yes, did you go back go school?	
Yes No	110
III. Following are some final questions. These are about your feelings toward HEP.	
35. After getting your GED, what are your plans? (Check all that apply.)	
Full-time employment	
Technical/vocational school	111
College	112
Training	113
	114
Other (specify):	115 116



36.	In making your decision to advice or help? (Check all	return to school, who gave you	
	No one	My parents	117 118
	My brothers/sisters	Other relatives	119 120
	Friends	Someone in the church (Priest, nun, pastor, etc.)	121 122
	Former teachers or counselors.	Other (specify):	123 124
	HEP Recruiter		125 126
37.	Other than getting your GEN enroll in HEP?	D, what things made you decide to	
			127 128
			129 130
			131 132
3 <b>8</b> .	What type of job or career	would you like to have?	
			133 134
39.	What training/education is	needed for that job/career?	
			135 136
			137 138
	completed by HEP staff:		
40. N	umber of members in family:		139 140 .
	<del>-</del>		141 142 143 144 14
42. R	ace/Ethnicity:White, not Hispanic	Indo-Chinese	146
_	Black, not Hispanic	Other (specify):	
_	Hispanic 6	23	